



UTAH SYSTEM OF  
HIGHER EDUCATION

# MEMORANDUM

May 8, 2024

## Utah System of Higher Education Workforce Preparedness & Alignment Study RFP #UU182220423

The effectiveness of the Utah System of Higher Education heavily relies on its ability to produce graduates equipped with the skills and knowledge needed by employers. By assessing the performance and capabilities of our graduates from the perspective of employers, we can gain valuable insights into areas of improvement and/or sustainment.

A third-party consultant will perform a statewide study of graduates produced by the Utah System of Higher Education at the Technical College and undergraduate level focused on Utah employers. This comprehensive study will assess the effectiveness of higher education graduates in the workforce, with specific focus on gathering insights from employers in key industries. This study will help identify areas of improvement and/or sustainment and will provide recommendations for enhancing higher education's responsiveness and alignment with the needs of employers in Utah to inform strategic decisions within the Utah System of Higher Education.

Talent Ready Utah led a Steering Committee to select a consultant to perform the study. Two consultants made it to written and oral scoring, which assessed the consultant's ability to perform the study. After scoring the proposals with robust conversations, Cicero Group was selected to perform the study based on the cumulative score and budget. The cost of the study will be \$128,060.

### **Steering Committee Members:**

President Darin Brush, Davis Technical College  
President Mindy Benson, Southern Utah University  
Tiffany Lipscomb, Vice President, Intermountain Health  
Joshua Aikens, Chief of Staff, Zonos  
Jordan Hill, Director of Workforce Development, Boeing  
Jake Hinkley, Director of Workforce Development, Clyde / Sunroc  
Sydni Shorter, CEO, Black Chamber of Commerce  
Brad Robeson, CEO, Clean Machine

Jim Grover, Managing Director, GOEO

Vic Hockett, Associate Commissioner for Talent Ready Utah, USHE

Jimmy McDonough, Director for Talent Ready Utah, USHE

Upon approval from the Board, Talent Ready Utah will lead the steering committee in partnership with Cicero to perform and complete the study as outlined in the Scope of Work (Attachment A) with the following estimated timeline.

**Timeline:** 12-16 week study and project reports.

- a) Project Initiation: May 13, 2024
- b) Interim Progress Report: July 12, 2024
- c) Data Collection and Analysis: May 20, 2024 - August 30, 2024
- d) Draft Report Submission: September 30, 2024
- e) Final Report Submission: October 31, 2024

### **Commissioner's Recommendation**

The Commissioner recommends that the Board enter into an agreement with Cicero to perform the Utah System of Higher Education Workforce Preparedness & Alignment Study as outlined in the Scope of Work at the cost of \$128,060 for RFP # UU182220423.

### **Attachment**